

**Page 4: Personnel Policies: QSAC Indicator: Per. B1a:**

The district board of education has adopted policies and procedures for the annual evaluation of all tenured teaching staff members by appropriately certified personnel. Supervisory personnel receive district training in the evaluation process. The policies are distributed to all tenured staff members, including administrators and supervisors by Oct. 1.

**March 15, 2006 statement in Star Ledger article:**

..... In Elizabeth, school officials are taking a similar approach. Officials have replaced the principals or vice principals in five of the eight Year Five schools and are looking for more staff changes as well.

“Basically, our approach is to go hard at the administration, and with the rest of the staff, we’re taking a hard look at renewals”, said Superintendent Pablo Munoz.

“It is difficult to find replacements for teachers, but we’re not going to keep them on if they are not effective.”

**Concern: Central Office staff who evaluate school administrators (principals/vice principals) using the ISLLC Standards have little or no experience as “Principals/ Instructional Leaders.”**

**Lack of competence for evaluating school leaders has created a “Hostile Work Environment” where principals are forced to quit or retire.**

Staff who evaluate and supervise Principals	Previous Positions Held in District (Current position highlighted)
Pablo Munoz	Social Studies Teacher, Social Studies Supervisor, Director of Instruction and Curriculum, Assistant Superintendent, <b>Superintendent</b>
Jennifer Barrett	Teacher, Director of Testing and Monitoring, <b>Assistant Superintendent</b>
Aida Garcia	Teacher, Principal, Director of Early Childhood Center, Director of Human Resources, <b>Assistant Superintendent of Human Resources</b>
Jerome Dunn**	Social Studies Teacher, Director of Evening Programs, <i>Vice Principal, Principal</i> , <b>Assistant Superintendent Family and Community Outreach</b>
Olga Hugelmeyer	Teacher, Director of Early Childhood Center, <b>Assistant Superintendent</b>
Bruce Elflein	Teacher, Social Studies Supervisor, <b>Administrative Assistant to the Superintendent</b>
Ann Marie Remus	English Teacher, Supervisor of English, <b>Principal of Elizabeth High School</b>

\*\* principal experience

Members of Superintendent's Cabinet/Inner Circle	Previous Positions Held in District (Current position highlighted)
Daphne Freyre	Teacher, Technology Coordinator, Affirmative Action Compliance Officer, <b>Supervisor of Human Resources</b>
Elaine De Pre	Teacher, Supervisor of Human Resources/ <b>Benefits Administrator</b>
Natalie Kosnocky	Teacher, Supervisor of Social Studies, Director of Instruction/Curriculum, Director of Research, Evaluation and Assessment, <b>Director, Elementary and Secondary Education</b>
Amy Cirminello	<b>Interim Director of Research, Evaluation and Assessment</b>
Alice Chairello	Speech Teacher, <b>Director of Special Services</b>



**Definition of Constructive Discharge: "Forced to quit or retire due to ongoing unfair treatment."**

Mistreatment toward you at work, within the power of the employer to stop.  
(One must ultimately prove that the mistreatment was caused by the employer's plan to force the individual to quit or that the employer refused to stop others from mistreating an individual because the employer wanted you to quit.)

Behaviors to consider:

- Rude or disrespectful treatment towards you by your supervisors
- Unreasonable denial of the usual fair treatment given to others
- Unfair write-ups about petty things
- Bad performance reviews after a history of good performance
- Denial of promotions or raises or transfers or favorable assignments

Identify deceased colleagues who may have been victims of a "Hostile Work Environment".

**Who's Next!!!!!!!!!!**

Review 07-08 Administrator's Assignments and previous placements/experiences.

**I refuse to follow my colleagues because the position/job is  
"Not To Die For."**